

# ADVANCING APPRENTICESHIPS

A collaborative effort to strengthen workforce pathways and career opportunities in Chattanooga / Hamilton County

Chattanooga/Hamilton County has been selected as one of only five communities in the country to receive an Apprenticeship Building America (ABA) Grant from the US Department of Labor. This grant will establish our community as an Apprenticeship Innovation District and provide \$1.6M over four years, with additional local resource commitments from Hamilton County Schools, Hamilton County, the City of Chattanooga, and the Benwood Foundation. Resources will be used to help businesses develop new or expand existing apprenticeship programs for adults and youth, as well as help community organizations recruit and support apprentices.

## ABOUT APPRENTICESHIPS

- An apprenticeship is a proven workforce training model that combines paid on-the-job learning and classroom/online instruction to help a worker master the knowledge and skills needed for career success
- Registered Apprenticeship programs must meet quality standards set by the State, including minimum hours of on-the-job training and classroom instruction, and lead to an industry-recognized credential
- The apprenticeship model has been primarily utilized within the construction trades and manufacturing industries - and there are currently 25 active apprenticeship programs in Hamilton County at organizations including IBEW, Gestamp, and EPB, as well as several sponsored by Chattanooga State
- Apprenticeships can be tailored to support adults - as either new or current employees - or current high school students (youth apprenticeships)

## WHY APPRENTICESHIPS?

### FOR EMPLOYERS

Apprenticeships help businesses and employers by ensuring their workers have the relevant training and skills to meet their specific industry demands. Businesses can utilize apprenticeships to replace an aging and skilled workforce, to attract new and more diverse talent, and to upskill current employees as their needs change.

### FOR RESIDENTS

Apprenticeships help residents - both high school students and adults - by providing high-quality, relevant job training and a clear pathway to family-supporting jobs and careers.

### FOR OUR COMMUNITY

A robust apprenticeship infrastructure can be a critical tool for Chattanooga/Hamilton County in building a diverse and resilient workforce that can bridge the skills gap facing current employers, as well as quickly adapt to the future needs of new employers and industries, so that more residents are able to connect to economic opportunity.

## ABOUT BUILDWITHIN

BuildWithin is a software company and apprenticeship intermediary focused on making the development of apprenticeships more accessible for a broad range of businesses. With its apprenticeship management platform, BuildWithin has streamlined the process of developing new apprenticeship programs and tracking their progress and success.

While BuildWithin's platform can be used to support any apprenticeship program, they are especially focused on expanding the use of this workforce model to new and high-demand careers. They have developed registered apprenticeship programs in 14 of these roles:

- Front-End Developer
- Web Developer
- Software Developer
- Customer Experience/ Success Manager
- Quality Assurance Developer
- Data Analyst
- Help Desk Tier 1
- Cloud Support Associate
- Network/IT/Cybersecurity Support Specialist
- Office Operations Manager
- Business Development Representative
- Blockchain Developer
- Videographer
- Digital Marketing

## KEY PARTNERS

Collaboration will be critical to the success of this effort to dramatically expand and scale apprenticeships. In addition to the leading funders and supports mentioned above, additional key partners include: Chattanooga 2.0, Chattanooga State, Southeast Tennessee Development District, United Way, the Urban League of Greater Chattanooga, and United Way.

## GET INVOLVED

- Are you a business-leader or human resources professional that wants to explore the use of apprenticeships to meet your workforce needs?
- Are you an individual - high school student or adult - interested in launching a new, successful career?
- Are you affiliated with a community organization that can help recruit or support new apprentices?

WE WOULD LOVE TO CONNECT WITH YOU!



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